Nonmetropolitan Counties Labor Force and Employment

August 1982 (preliminary)

	Apache	Cochise	Coconino	Gila	Graham	Greenlee
TOTAL CIVILIAN LABOR FORCE*.	17,525	28,875	34,600	16,825	8,275	4,925
Total Unemployment	5,425	3,125	3,375	4,750	1,600	3,075
Rate	31.0%	10.8%	9.8%	28.2%	19.3%	62.4%
Rate (Seas. Adj.)**. . . .	30.6%	11.0%	9.8%	28.9%	18.5%	61.5%
Total Employment	12,100	25,750	31,225	12,075	6,675	1,850
THE ABOVE LABOR STATISTICS SHOULD NOT BE USED FOR REVENUE SHARING PURPOSES						
TOTAL WAGE AND SALARY . . .	12,875	21,400	30,000	9,975	4,200	1,825
Manufacturing	500	2,100	2,150	1,575	125	75
Mining and Quarrying	50	300	50	1,650	50	675
Construction	975	650	975	250	225	25
Trans., Comm., & Pub. Util..	1,750	1,500	2,200	325	150	75
Trade	1,075	4,050	7,550	1,875	1,425	250
Fin., Insur., & Real Estate.	125	550	750	225	125	50
Services and Miscellaneous .	3,625	2,400	7,825	1,750	650	125
Government	4,775	9,850	8,500	2,325	1,450	550

	Mohave	Navajo	Pinal	Santa Cruz	Yavapai	Yuma
TOTAL CIVILIAN LABOR FORCE*.	22,150	26,425	32,525	9,350	31,400	40,075
Total Unemployment	3,350	5,700	4,800	1,825	2,625	8,350
Rate	15.1%	21.6%	14.8%	19.5%	8.4%	20.8%
Rate (Seas. Adj.)**. . . .	15.3%	22.2%	14.2%	16.8%	8.9%	17.6%
Total Employment	18,800	20,725	27,725	7,525	28,775	31,725
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR REVENUE SHARING PURPOSES						
TOTAL WAGE AND SALARY . . .	14,550	16,525	24,200	7,775	17,525	23,175
Manufacturing	1,900	1,525	2,425	775	1,650	1,400
Mining and Quarrying	200	1,200	6,450	25	1,125	50
Construction	900	450	550	250	1,075	2,075
Trans., Comm., & Pub. Util..	900	1,700	1,025	500	900	1,075
Trade	4,625	3,300	3,625	3,475	4,475	7,075
Fin., Insur., & Real Estate.	675	325	550	250	725	825
Services and Miscellaneous .	2,750	4,050	2,100	1,250	3,700	4,450
Government	2,600	3,975	7,475	1,250	3,875	6,225

*Adjusted to the Current Population Survey (CPS) to reflect place of residence.
** Seasonal adjustment not applicable for revenue sharing purposes.

NOTE--Data have been adjusted to the 1972 Standard Industrial Classifications (SIC). Annual averages may not add due to rounding.

Arizona Labor Force and Employment for Revenue Sharing and Grant Applications

August 1982 (preliminary)

County	Civilian Labor Force	Employment	Unemployment	Rate
Statewide	1,317,423	1,167,934	149,489	11.3%
Apache	18,479	12,187	6,292	34.0
Cochise	29,523	25,890	3,633	12.3
Coconino	35,336	31,408	3,928	11.1
Gila	17,670	12,156	5,514	31.2
Graham	8,573	6,713	1,860	21.7
Greenlee	5,436	1,858	3,578	65.8
Maricopa	795,886	727,220	68,666	8.6
Mohave	22,798	11,899	3,899	17.1
Navajo	27,462	20,849	6,613	24.1
Pima	239,497	214,428	25,069	10.5
Pinal	33,479	27,896	5,583	16.7
Santa Cruz	9,681	7,561	2,120	21.9
Yavapai	31,986	28,949	3,037	9.5
Yuma	41,617	31,920	9,697	23.3

Data have been adjusted to the 1972 Standard Industrial Classification (SIC). These figures are the only official BLS labor statistics to be used for revenue sharing purposes. They are not designed to be used as economic indicators. Those rates on the front cover and pages 8 and 9 and on the top of this page may be used as economic indicators, but may not be used for revenue sharing.

Estimated Hours and Earnings of Production Workers in Selected Industries in Arizona

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVG. HOURLY EARNINGS		
	AUG.* 1982	JULY 1982	AUG. 1981	AUG.* 1982	JULY 1982	AUG. 1981	AUG.* 1982	JULY 1982	AUG. 1981
FOR THE STATE OF ARIZONA*									
Manufacturing	345.71	344.82	322.72	38.8	38.7	39.5	8.91	8.91	8.17
Aircraft & Missiles	419.36	416.46	437.02	39.6	39.4	41.9	10.59	10.57	10.43
Food & Kindred Products	312.84	310.27	323.33	39.6	40.4	42.6	7.90	7.68	7.59
Primary Metals	460.80	448.36	461.44	38.4	37.9	40.3	12.00	11.83	11.45
Machinery	304.57	306.14	272.13	38.7	38.9	38.6	7.87	7.87	7.05
Copper Mining	508.24	507.86	492.88	38.3	38.3	40.6	13.27	13.26	12.14
Construction	432.30	446.54	456.84	33.8	35.3	36.0	12.79	12.65	12.69
Utilities	443.39	443.39	427.37	41.4	41.4	43.3	10.71	10.71	9.87
Retail Trade**	210.45	209.84	209.50	34.5	33.9	34.8	6.10	6.19	6.02
Wholesale Trade	320.82	320.82	311.92	38.7	38.7	40.3	8.29	8.29	7.74

* Preliminary

** Excludes eating and drinking places.

NOTE--These estimates are based on a sample of full and part-time production and related employees whose payroll and hours are reported for the pay period which includes the 12th of the month. All data has been adjusted to the 1972 Standard Industrial Classifications (SIC).

--Prepared by Labor Market Information, Research and Analysis (1972 SIC, 1/82)

THE ARIZONA LABOR FORCE IN AUGUST 1982

During August, Arizona's economy deteriorated rapidly. With significant employment losses being recorded in manufacturing, mining, and construction coupled with marginal employment changes in the remaining industries, the unemployment rate rose rapidly.

It is difficult to label the current economic news as anything but discouraging. Over the last twelve months, the manufacturing, mining, and construction industries have lost a total of 29,600 jobs. In the copper mining and smelting industries alone, over 9,700 jobs have been lost since December, and it currently appears that job losses could continue into next year before a modest recovery begins. Employment declines in the manufacturing industry earlier this year were generally the domain of lumbering and copper smelting companies. Now national and international business problems have forced our once strong aerospace industry to reduce employment, and even electronics is being affected.

The near-term outlook is for rising unemployment rates and a recovery that will begin later than expected. We expect the unemployment rate to exceed 10 percent for the next few months before any improvement is noted. With the national economy being weaker than expected, and the economic problems in Mexico seriously reducing business on this side of the border, our recovery is being postponed. The tax cuts and the increase in Social Security benefits are still expected to lead the recovery, but retail sales and industrial production figures have not yet pointed to an improving economy. In fact, recent data seems to be a confusing mass of pluses and minuses, pointing nowhere.

But there remains hope for the future. There has been a significant drop in inflation and interest rates while the stock market has surged ahead. Most of this economic improvement has been the result of the Federal Reserve's tight monetary policies and a much weaker than expected business sector. If budget deficits can be controlled by appropriate spending cuts, the stage will be set for a modest recovery. Unfortunately, the recovery is not expected to manifest itself in employment until next year.

ARIZONA UNEMPLOYMENT INSURANCE ACTIVITIES

	August 1982	July 1982	August 1981	% Change From 1 Year Ago
Arizona Claimants Served**	64,205	56,204	30,053	+113.6%
Arizona Weeks Unemployed***	9.9	9.2	8.2	+ 20.7%
Arizona Benefits Paid**	$ 21,072,555	$ 20,880,689	$ 7,944,126	+165.3%
Arizona Trust Fund Balance	$268,463,000*	$265,554,860	$285,213,186	- 5.9%

*Estimated **All Programs ***UI Only

UNEMPLOYMENT INSURANCE OFFERS ADDED BENEFITS TO LONG-TERM UNEMPLOYED

During the current period of economic downturn in Arizona, there are three forms of unemployment compensation available to unemployed persons in the state. The first is regular unemployment compensation, which is in effect regardless of the economy, and is available for up to 26 weeks. The second is Extended Compensation available for a maximum of 13 weeks to those who exhaust their regular claim and remain unemployed. The third is the recently enacted Federal Supplemental Compensation (FSC), which further extends benefits for a maximum of 10 weeks in states which were already paying extended compensation on or after June 1, 1982.

Under normal economic conditions, unemployed persons who meet the necessary requirements may be paid regular unemployment insurance for a period up to 26 total weeks. Under the law, this is the full number of unemployment insurance payments that individuals may receive until economic conditions worsen to the point that an extention of weeks of compensation is in order.

In Arizona, unemployment has climbed at a slower pace than in other states (37 other states paid extended compensation before Arizona was eligible). Consequently, the extension of benefit payments beyond the 26 week maximum was not reached until July 10, 1982. Persons who had exhausted 26 weeks of unemployment insurance payments and remained without work were then able, effective July 25, 1982, to draw an additional maximum 13 weeks of benefits.

According to law, extended compensation began when the state's insured compensation rate reached 4.0 percent. This rate is figured using a formula based on the past 13-week average of weeks claimed, along with the average number of insured covered employed for the quarter, and the insured unemployment rates of the past two years for the week in question.

During the first full month of registration for Extended Benefits Compensation approximately 9,000 persons filed claims in Arizona. The number was large, as many of the persons who had exhausted their unemployment insurance in the past six months remained unemployed, and were not eligible to continue drawing until extended compensation "triggered on" on July 10.

To further alleviate financial problems of the long-term unemployed, Congress has passed a bill granting 10 weeks of Federal Supplemental Compensation in states already paying extended compensation, to begin in Arizona September 12, 1982. Persons who have been unemployed for an original 26 weeks, plus the 13 weeks of extended compensation and are still not employed, will then be eligible to apply for Federal Supplemental Compensation (FSC). This program is available on an emergency temporary basis, and applies only to those unemployed or receiving unemployment compensation on/or after September 12, 1982 and before April 1, 1983.

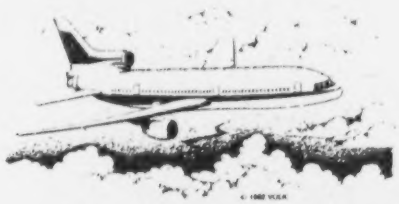
Neither the Extended Compensation nor the Federal Supplemental Compensation is fully financed through employer taxes paid into the Unemployment Insurance Trust Fund. The Extended Compensation program cost is shared by the individual State Trust Fund and the federal govenment, each paying one-half. The Federal Supplemental Compensation cost is financed fully from the federal general fund.

Hopefully, by the expiration date April 1, 1983, the economy will show substantial improvement and there will no longer be a need for the Federal Supplemental Compensation Program.

Budgets - A hypothetical retired couple in the Phoenix area needed $11,488 to maintain a moderate standard of living in 1981, assuming the couple did not have mortgage payments. The figure was computed by the Bureau of Business and Economic Research at Arizona State University, under cosponsorship of Valley National Bank.

Construction is underway on the Phoenix office building of the Fireman's Fund Insurance Co. at 2122 East Highland Ave. The four-story, 60,000-square-foot structure is being built on 3.4 acres.

Layoffs and Shutdowns - In late August Sperry Flight Systems laid off 500 of its Phoenix and Glendale workers indefinitely. In addition, a four-day shared-workweek will be put into use in selected areas of the Glendale plant. The recession and worldwide slump in private sector aviation were said to be the causes of the layoff.



Gates Learjet in Tucson laid off 711 more workers in early September, and the remaining 1,150 employees will begin four-day workweeks in November. The depressed economy and an increasing softness in certain markets were cited as reasons for the layoffs.

Garrett Turbine Engine Co. laid off 100 more workers in August. Over the past year, the firm has reduced its work force by about 1,000 employees, 200 of whom were transferred to its pneumatic division. Slack demand in commercial and general aviation was the reason given for the action.

Garrett Turbine Engine Co. of Phoenix has received an order for $7 million worth of turboprop engines to be used on Indonesion-built, twin engine cargo aircraft.

Magma Copper Co. closed its mine at Superior in August due to low copper prices and slack demand. The shutdown affected 1,250 workers, and there is no definite date by which the company hopes to resume operations.

Unidynamics Phoenix, Inc., at 1000 N. Litchfield in Goodyear, laid off 19 employees in late August to reduce costs. The company, which manufactures explosives and electromagnetic devices and systems, does not expect further cutbacks.

Wickes Companies Inc. closed two of its retail materials stores in Tucson in late August, leaving only the Wickes Contractors Center open. Wickes intends to try to transfer some of the 17 employees at the two closed stores and help others find jobs outside the company.

J.C. Penney Co. will close its Tower Plaza store, 3875 E. Thomas in Phoenix, on January 29 because of declining sales. The store has 150 full- and part-time employees. An attempt will be made to transfer employees to the other six stores in the Valley.

The Duke City Lumber Co., which had already scaled down its operations in Winslow, temporarily closed all operations in August. The plant will resume operations when the lumber market improves.

The two Brookside Winery outlets in the Valley closed in August due to the sale of the company by Beatrice Foods. About a dozen jobs were lost when the store at 1131 W. Broadway in Tempe and at 10240 N. 27th Ave. at Metrocenter closed.

Manufacturing - A Minnesota electronics company will hire 40 to 45 employees for a plant set to open by November 1 at the Peppertree Ranch business park in Tucson. Nortronics Co. Inc. specializes in making

magnetic recording heads for computers, data-processing and studio equipment.

A 500,000-square-foot facility is being built for Motorola's Government Electronics Group in Scottsdale. The facility at Hayden Road and Roosevelt Street will house the Group's tactical electronics operations.

Goodyear Aerospace Corp.'s Arizona division at Litchfield Park is gearing up to handle a $25 million order from West Germany for radar equipment. The work will be handled by the current staff, which should ensure that there won't be any layoffs.

In a move to save 80 employees' jobs, Tucson-based TEC Inc., a maker of computer components, has put at least 70 percent of its 570 employees on a four-day workweek.

A $9 million assembly building for microelectronic circuits is under construction in Tucson for Hughes Aircraft Co. The 71,000-square-foot building is to be completed by mid-1983.

Services - Dun & Bradstreet, the nation's largest business-data collection service, will open a Tucson office in October with 75 employees. The Tucson office will specialize in the collection of confidential data on more than 5 million U.S. businesses.

Trade - Four FedMart stores that were closed in Arizona this summer when the company went out of business are to be reopened under new ownership in 1983. The properties were leased by Target Stores, a division of Dayton Hudson Corp. of Minneapolis. Target will lease two former FedMart stores in Phoenix, one in Mesa, and one in Tucson.

The "AIM for the best" chain, a division of TG&Y Stores Co., will build its first Arizona store in Yuma. The discount store will create 140 jobs.

A 70,000-square-foot Mervyn's department store is being built in Yuma. The store is part of $17 million in development being undertaken in that city by W.M. Grace of Phoenix.

OTHER PUBLICATIONS TO ORDER

Checklist for Going into Business is a 12-page list of questions and worksheets to help prospective entrepreneurs think through what they need to know and to do when starting their own business. The questions range from the general--Do most businesses in your community seem to be doing well?--to the particular--What will telephone service cost for the first three months the business operates? Available free from the Small Business Administration Warehouse, 621 West Paynes St., Alexandria, VA 22314. Ask for OPC No. 1.

Job Market Futurity: Planning and Managing Local Manpower Programs. This publication is designed for manpower planners and students of the labor market. It relates manpower planning to economic development and supplies new planning techniques. Illustrating a systems approach to program design, it also summarizes current "best practices" and stresses self-evaluation as a management tool. (Olympus Publishing Company, 1670 East Thirteenth South, Salt Lake City, Utah 84105. $14.95).

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Arizona Labor Market NEWSLETTER

Arizona Department of Economic Security

Vol. VI, No. II
November 1982

Unemployment Rate

Seasonally Adjusted
September*

ARIZONA	9.8%
Maricopa Co.	7.7%
Pima Co.	9.2%
UNITED STATES	10.1%

Consumer Price Index

National-August
1967 - Base Year

Wage Earner/Clerical Worker -	292.4
% Chg. Yr. Ago	5.8
All Urban -	292.8
% Chg. Yr. Ago	5.9

Phoenix-2nd Qtr.
1977 - Base Year

All Urban -	168.9
% Chg. Yr. Ago	6.7

Producer Price Index

National-August*
1967 - Base Year

All Commodities -	300.4
% Chg. Yr. Ago	1.3
Finished Goods -	282.4
% Chg. Yr. Ago	4.0

* Preliminary

The Outlook for Copper in Arizona

While it is yet too early to write the obituary for Arizona's copper mining and smelting industry, the situation is definitely critical. In 1981, employment averaged over 26,100 with wages totaling nearly $690 million. By September 1982, a little over 11,000 jobs had been lost and nearly all the workers who remained on the job had had their hours and wages reduced. The impact has been most severe in Gila, Greenlee, and Pinal counties where nearly two-thirds of the layoffs have taken place. These three counties depend directly on the copper industry for 16.1 percent of their total employment. To varying degrees, the impact of these layoffs is being felt not only by the communities involved, but also in areas that are not directly associated with the industry.

The weakness being experienced by the industry is both national and international in scope. A by-product of high interest rates over the past two years has been a decrease in demand for products that are usually purchased on credit. In particular, housing and automobile sales have borne the brunt of these losses. Because these two industries consume over 40 percent of the copper used in this country, the demand for copper has dropped. And with the drop in demand for copper, the price of copper has dropped from a high of $1.45 a pound to a recent price of 61 cents. The impact on corporate profits and the need to maintain production has been decidedly negative.

The reason Arizona has felt the majority of these employment losses is that we have historically accounted for approximately two-thirds of the nation's output of copper. And since the United States is the world's largest producer of copper, the worldwide slump in the industry is having a serious effect on our economy. But to view the decline as simply a reduction in demand for copper would be to miss a significant part of the problem. The market for copper is worldwide in nature with such countries as Chile, Zaire, Peru, and Mexico being important suppliers. In the face of declining demand and a falling price for copper, it would seem at first glance paradoxical that these countries would maintain production levels. But in fact they have, and inventories have risen nearly 30 percent in the last year to around 900,000 tons.

To understand the continuing increase in the supply of copper around the world, in spite of a nearly 40 percent reduction in domestic production, it is important to look at the economic situation that other producing countries face. Many of the countries that are mining copper are less-developed countries that need to sell natural resources such as copper to maintain a flow of currency into their country. If they were to reduce production, employment within the country would fall. But, equally important, the currency that these countries earn from selling natural resources helps to purchase machinery and agricultural products from other countries, as well as repaying various loan commitments. If production were reduced, these countries would find it increasingly difficult to make the international purchases of products that are necessary. And with the debt situation of many of these countries serious and well-publicized, they can ill-afford to reduce what is already a significantly restricted flow of currency.

So, on the demand side, the amount of copper being consumed annually has been reduced, and on the supply side of the market, the decline in copper prices and the expectation that it will be many months before they recover, has forced our domestic copper industry to reduce production. Running counter to that direction, foreign producers are continuing to supply copper because they need to maintain certain export levels to pay for imported goods and to meet loan payments. The effect of foreign production has been to increase the surplus of copper inventories, thus placing downward pressure on price and delaying future recovery.

Given the situation facing the copper industry, what are the employment opportunities for those who previously worked in the mines and now are on indefinite layoff? The largest occupational category working in the mining industry is maintenance and production workers with 77.7 percent of the employment. This includes such occupations as truck drivers, welders, heavy equipment operators, electricians and maintenance mechanics. Professional workers comprise the next largest category with 9.6 percent of the employment. The only other industry that is heavily dominated by maintenance and production workers is the construction industry, and it too is having serious employment problems. Another possible industry would be manufacturing which has significant employment in this area. Unfortunately, current job openings in manufacturing are more closely related to high technology businesses and their associated occupations rather than the types of heavy manufacturing occupations for which the unemployed miners could qualify. Thus, these workers are faced with significant competition for a limited number of jobs. And since the average weekly wage in copper mining is approximately $490, it will be difficult for many of them to find alternative employment that pays a comparable wage.

For those individuals who decide to seek alternative employment, there will be many barriers to overcome. The first problem they face is that the mines are, in general, located in rural areas where employment opportunities are quite limited and much of the business that is conducted is either directly or indirectly related to the mine. Thus, people will be forced to leave

the area to secure work. In leaving the area, it will be difficult to leave many friends and family members. And since some companies have made special provisions to make credit available for groceries and to make special housing allowances for employees, an additional financial burden will be incurred for those who leave. Finally, if training could be received, or if the worker had a different skill to fall back on, there is still the problem of gaining employment. Many businesses are hesitant to hire workers who previously were paid such a high wage because when or if the mines do recall their staff, they stand a good chance of losing workers.

The outlook for the industry is definitely troubled for the rest of 1982 and into 1983. With supply significantly above demand, there is a surplus of inventories that will retard any recovery. Until the price of copper rises into the 80-cent-a-pound range, it will be difficult for the industry to sustain a recovery. For this to happen, both the housing and automobile industries must recover sufficiently to deplete the existing surplus.

	Mining Jobs, Loss or Gain 12/81 - 9/82	Mining Employment as a % of Wage & Salary Employment, 12/81
Cochise	-475	4.2
Gila	-1,825	36.7
Graham	-50	2.3
Greenlee	-2,200	68.8
Maricopa	+200	0.0
Mohave	-400	2.7
Pima	-3,375	3.5
Pinal	-2,850	30.5
Yavapai	+25	5.4
Statewide	-10,950	2.3

PUBLICATIONS TO ORDER

Occupational Outlook for College Graduates, an annual publication of the U.S. Department of Labor, is a guide to career opportunities in a broad range of occupations for which a college degree is the usual background for employment. It includes a brief summary of the expected changes in the economy, in addition to an analysis of the supply and demand situation for college graduates through the 1980's. For each of over 100 occupations it includes narratives on the nature of work; places of employment; education, skills, and abilities required for entry; related occupations; and earnings. (Superintendent of Document, U.S. Government Printing Office. Washington, D.C. 20402. Specify Bulletin 2076 $6.00.)

Women and the U.S. Small Business Administration indicates that while women make up more than half the population of the country, they own fewer than 5 percent of its businesses. A six-panel flyer has been published for women interested in operating their own business. It lists publications, business loan programs, venture capital, performance bonding for contractors, disaster loans, management assistance, pre-business workshops, procurement assistance, minority small business and capital ownership development program, advocacy, and the national women's business ownership campaign. Available free from the U.S. Small Business Administration, Washington, D.C. 20416.

DIPLOMAS AND JOBS: DOES ONE GET YOU THE OTHER? CAN YOU TEACH AWAY UNEMPLOYMENT?

How do you solve the unemployment problem? From looking at recently released statistics, a simplistic solution would seem to be to keep people in school...the longer the better.

The Bureau of Labor Statistics of the U.S. Department of Labor recently released the results of a special tabulation from the March 1982 Current Population Survey. Data from this special report points out that the higher the level of a person's education, the more likely he or she is to be found working. And this holds true regardless of sex or race.

For example, labor force participation rates increase with educational status. The labor force participation rate is the percent of the population within the labor force, i.e. those employed or unemployed.

It would seem that as a person completes each additional year of education, he or she becomes more marketable in the job scene. Possibly the incentive to put good use of their education drives them to become attached to the labor force; or maybe those that strive for higher education also tend to want to work. Maybe they even need to work to pay off the cost of gaining their educational status. What ever the reason, there seems to be a real link to years of school completed and labor participation rates. Again, this is true for both males and females, as well as all races. It is particularly striking to note the high level of labor force participation among blacks with a college education.

Labor Force Participation Rates by Educational Status
March 1982

	Total	Male	Female	White	Black	Hispanic
Total All Persons 25-64 years old	94.8	89.2	61.3	75.0	72.8	70.5
Years of School Completed						
Elementary: 8 years or less	55.8	73.3	37.5	56.5	53.9	59.7
High School: 1 to 3 years	65.0	83.4	49.4	65.2	64.3	65.7
4 years only	74.5	90.7	62.4	74.3	76.6	77.7
College: 1 to 3 years	79.9	91.8	68.5	79.3	84.8	83.7
4 years or more	87.3	95.4	75.8	87.1	91.6	84.4

Just being attached to the labor force does not always guarantee that a person will find work, but it does seem to increase the odds for college graduates. A diploma slashes the unemployment rate for both males and females, and all races. Even a high school education increases the odds for employment dramatically.

It was curious to note that women tended to have a better chance for employment than men if they have been to high school or had 1 to 3 years of college (see table on pg. 5). But give a woman a college diploma, or have her drop out of school after the 8th grade, and she is more likely than a man to be unemployed. Another oddity is in the Hispanic statistics. Entering high school decreases the possiblity of finding a job, unless all four years are completed. But all-in-all, one fact can't be dismissed ... a college education seems to assure finding a job for most people.

Unemployment Rates by Educational Status
March 1982

	Total	Male	Female	White	Black	Hispanic
Total All Persons 25-64 years old	7.6%	7.9%	7.2%	6.8%	13.9%	10.8%
Years of School Completed						
Elementary: 8 years or less	13.2	12.8	14.0	12.8	15.0	15.0
High School: 1 to 3 years	12.1	12.7	11.2	11.7	14.0	16.0
4 years only	8.5	9.3	7.8	7.6	16.4	8.0
College: 1 to 3 years	6.2	6.8	5.3	5.4	12.6	6.9
4 years or more	3.0	2.9	3.2	2.8	7.1	4.8

Is there a need for a vast pool of college graduates in the labor market? Not exactly. A surplus of between 2 and 3 million college graduates is expected to enter the labor force during the 1980's. If the economy does not pick up soon, the surplus could even be higher. This means that more college graduates than ever will be competing with nongraduates for jobs. But while a job may not require a degree, the additional training may prove to be an advantage.

Many employers prefer to hire the best-educated candidate who is qualified for the job. In addition, job promotions will probably be easier to obtain for college graduates. So, while many graduates may be forced to start work in jobs for which they are overqualified, they should have gained useful experience that will be an advantage in competing for both the initial entry-level job, and future promotional opportunities.

RECESSIONS MAKE MOST JOBS LOOK GOOD

It's funny how the fear of unemployment encourages workers to arrive promptly on the job and forget all plans about quitting. In the past, turnover and absence rates have been used as economic indicators. They have shown that when workers feel economically insecure, they tend to stay on their jobs longer and miss fewer days of work. As times improve and workers become more confident, they are more willing to take risks, and often quit and search for new advancement opportunities or simply more interesting work.

A recent report released by the Bureau of National Affairs, Inc., a private Washington, D.C. company, seems to support this theory. While the national unemployment rate continues to climb, unscheduled employee absence rates for the second quarter of 1982 are the lowest recorded since 1974.

By industry, the lowest absence rates are recorded for the nonmanufacturing business group and its finance subgroup. By region, absence rates are lowest in the West, followed by the South, then the Northeast and North Central regions.

As for turnover rates, the manufacturing companies averaged the lowest rates. Health care and financial institutions reported the greatest frequency of employee separations. It should be noted that turnover rates do not include layoffs or other reductions in the workforce.

A complete copy of "Job Absence and Turnover -- Second Quarter 1982," is available by writing Barbara De Feo, BNA Public Relations, 1231 25th Street, N.W., Washington, D.C. 20037, (202) 452-4233.